

REAL PLACES CONFERENCE 2020

THC's History Programs Division

CHC Outreach Program

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Texas Historical Commission



CHCs report about leadership challenges

Our long-time chair retired and moved out of our area - no further contact.

Chair experienced health problems and was unable to fill out annual report...fields do not reflect CHC activity.

lost two members...[one] was our treasurer; we were not able to retrieve any of her records....

...want to rotate leadership positions to avoid burning out our committed core of active commissioners.



CHCs report about aging volunteers

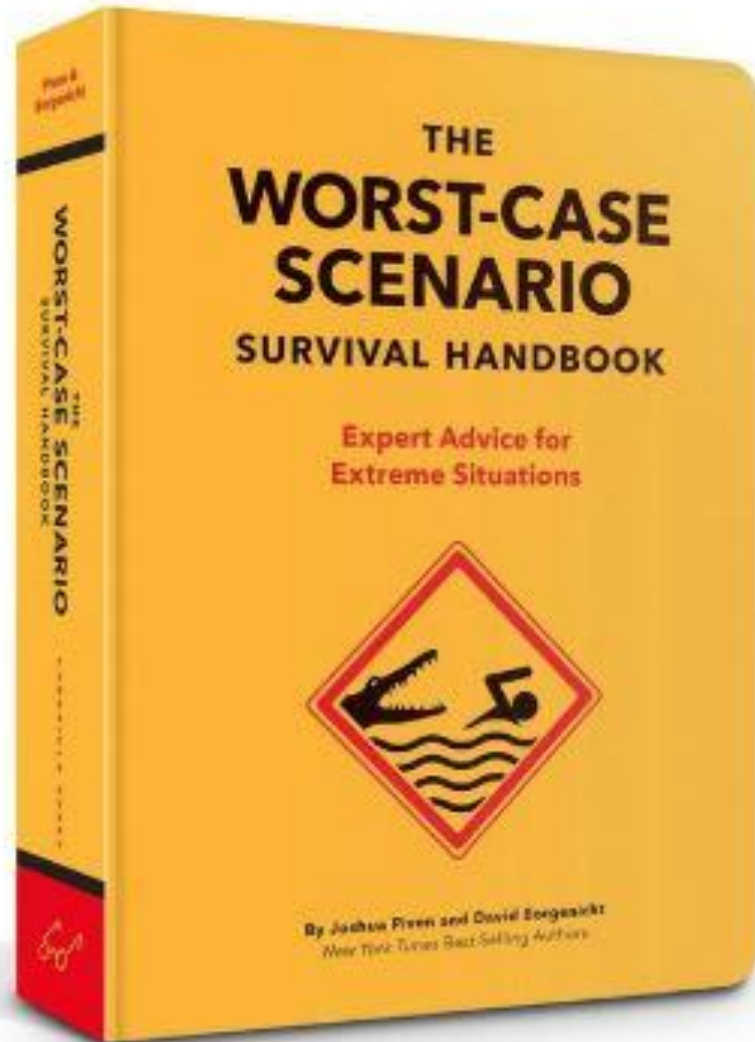
...isolated as we are, and as few as we are...our aging population doesn't give us much hope for replacements.

...had a vibrant preservation program with new members...no longer very active.

We did not meet in 2018...some of us are getting to the age that some younger citizens should get involved but there is a lack of interest.

We know we aren't as active as we have been in the past but still disappointed that our CHC wasn't given a service award.





HOW TO ESCAPE FROM KILLER BEES

- 1** If bees begin flying around and/or stinging you, do not freeze. Run away; swatting at the bees only makes them angrier.
- 2** Get indoors as fast as you can.
- 3** If no shelter is available, run through bushes or high weeds. This will help give you cover.
- 4** If a bee stings you, it will leave its stinger in your skin. Remove the stinger by raking your fingernail across it in a sideways motion. Do not pinch or pull the stinger out—this may squeeze more venom from the stinger into your body. Do not let stingers remain in the skin, because venom can continue to pump into the body for up to ten minutes.
- 5** Do not jump into a swimming pool or other body of water—the bees are likely to be waiting for you when you surface.

HOW TO TAKE A PUNCH

A BLOW TO THE BODY

- 1** Tighten your stomach muscles. A body blow to the gut (solar plexus) can damage organs and kill. This sort of punch is one of the best and easiest ways to knock someone out. (Harry Houdini died from an unexpected blow to the abdomen.)
- 2** Do not suck in your stomach if you expect that a punch is imminent.

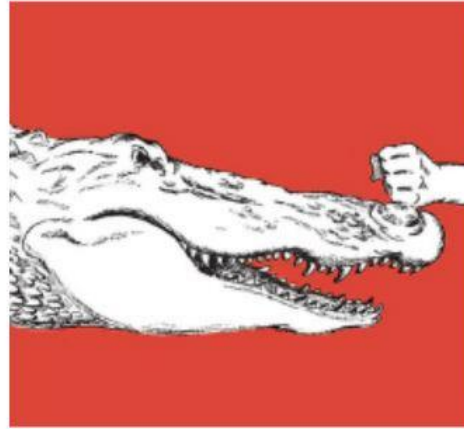


Expert Advice for Extreme Situations



Great Escapes & Entrances

- How to Break Down a Door
- How to Land a Plane
- How to Escape from a Sinking Car
- How to Survive Being Buried Alive



Tooth And Claw

- How to Survive a Snake Attack
- How to Fend Off a Shark
- How to Escape from Killer Bees
- How to Wrestle Free from an Alligator



Technical Trouble

- How to Survive a Drone Attack
- How to Survive a Privacy Breach
- How to Identify Fake News
- How to Survive an Out-of-Control Autonomous Car



Adventure Survival

- How to Escape from Quicksand
- How to Purify Water
- How to Survive an Avalanche
- How to Survive If Your Parachute Fails to Open

Best Case Outcomes



Growth and Leadership

- How to onboard appointees
- How to cultivate leadership



Organizational Management

- How to motivate and engage
- How to improve performance



Generational/Cultural Shifts

- How to value abilities of all ages
- How to value your contribution

By the end of this session, you should be able to . . .

- **Identify**
common organizational risk issues
- **Understand**
how issues impact organizations
- **Discuss**
how issues impact your organization
- **Address**
your organizational issues in the future



Session Timeline

- Large group activity
- Small group discussions
- **Short break**
- Small groups report back
- Tools and templates



Best Case Outcomes - A

You find out that your CHC chair is no longer able to serve and unable to provide support through the leadership transition. What do you do?

- A. Utilize your emergency leadership transition plan
- B. Sit down with fellow appointees and figure out what needs to be done
- C. Assume other CHC officers will take up day-to-day responsibilities
- D. Say, we probably should have discussed this before now

Best Case Outcomes - B

A valued appointee's practice is to keep the CHC's research in her personal files; she conducted most of the research over a 20-year span. How does the CHC get that information back?

- A. Leave documents in place because taking the info would hurt her feelings
- B. Remind her that research conducted by appointees belongs to the CHC
- C. Create a storage space and ask her advice about a transfer plan for records
- D. Create a digitization process and ask her to help the CHC make records accessible to fellow appointees and the public

Before we face our challenges . . .

- Here to solve problems
- Take turns sharing constructive comments
- What's easy for you may challenge others
- Separate knowledge from assumptions



Small group discussions



Nano Calderon



Becky Shelton



Dixie Hoover



Angela Reed



Carlyn Hammons



Bryan McAuley



Linda Miller and Ryan Craig



Jenny McWilliams

Discussion Worksheets

Worst Case Scenario  **Best Case Outcome**

- 1. Gather information** — *What information do we need before taking action?*
- 2. Consider relationships** — *What to keep in mind to maintain respectful relationships?*
- 3. Make a plan** — *What actions should be taken to accomplish best case outcome?*

Discussion Example

Worst Case Scenario

*CHC chair is no longer able to serve.
What immediate issues must be addressed?*



Best Case Outcome

*CHC is able to continue ongoing
programs as scheduled.*

Discussion Example

Worst Case Scenario



Best Case Outcome

*CHC chair is no longer able to serve.
What immediate issues must be addressed?*

*CHC is able to continue ongoing
programs as scheduled.*

1. Gather information — *What information do we need before taking action?*

- *Do the bylaws include a clause about a chair vacancy?*
- *What duties were assigned to the chair?*
- *Did the chair update a planning document that we could use?*

Discussion Example

Worst Case Scenario



Best Case Outcome

*CHC chair is no longer able to serve.
What immediate issues must be addressed?*

*CHC is able to continue ongoing
programs as scheduled.*

2. Consider relationships — *What to keep in mind to maintain respectful relationships?*

- *What is the appropriate way to inform appointees, commissioners court, and partners about the chair situation?*
- *Should the CHC formally acknowledge chair's years of service?*

Discussion Example

Worst Case Scenario



Best Case Outcome

*CHC chair is no longer able to serve.
What immediate issues must be addressed?*

*CHC is able to continue ongoing
programs as scheduled.*

3. Make a plan — *What actions should be taken to accomplish best case outcome?*

- *Work with county officials to schedule CHC meeting to address concerns.*
- *Attendees will discuss delegating chair's workload.*
- *Attendees will decide how best to honor the chair's service.*

Discussion Groups – 40 minutes

Worst Case Scenario  **Best Case Outcome**

- 1. Gather information** — *What information do we need before taking action?*
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Groups Report Back

- **Identify** common organizational risk issues
 - **Understand** how issues impact organizations
-

1. **Gather information** — *What information do we need before taking action?*
2. **Consider relationships** — *What to keep in mind to maintain respectful relationships?*
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Nano Calderon's Group

You're a long-standing CHC chair and you want to step down but no one wants the chair position. What can you do to **cultivate new leadership**?



Becky Shelton's Group

Your CHC has a crop of new appointees but they aren't participating in CHC activities as CHC officers would prefer. How do you **train appointees to increase engagement** in CHC activities?



Dixie Hoover's Group

You notice that your fellow CHC appointees have stopped coming regularly to meetings? What can you to do **increase attendance**?



Angela Reed's Group

Currently, your CHC has no county allocation. What can you do to **secure monetary resources** for your CHC?



Carlyn Hammons' Group

Your CHC appointee count has decreased over the years, as has productivity. How does the CHC decide what **work/projects will be reduced in scope or eliminated?** *



Bryan McAuley's Group

A fellow appointee has gone rogue and organized a marker dedication without clearing the details through the CHC. What steps should be taken for CHC chair and officers to **address the appointee's behavior** and the CHC's communication policies? *



Linda Miller's and Ryan Craig's Group

CHC appointees believe that younger generations aren't interested in local history. What recommendations would you give to this group to **improve their perspective and develop connections** with the younger generations in the county? *



Jenny McWilliam's Group

You are experiencing a **decline in health/ability** and, as a result, have trouble participating as you have in the past. How should these changes be managed—**how do you want to be approached** by the CHC chair for a discussion or redirection of your efforts?



We should be able to . . .

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common organizational risk issues
- **Understand**
how issues impact organizations
- **Discuss**
how issues impact your organization
- **Address**
your organizational issues in the future



Best CHC Outcomes – last one!

You retire from your appointee post after years of service. What do you want said about your contribution to the CHC?

- A. His absence left a hole that we just haven't been able to fill.
- B. We didn't know how valuable she was until she was gone.
- C. No one can manage [whatever event] like he could.
- D. She empowered fellow appointees during her tenure so that we've been able to continue all of the good work she started.

CHCs report about renewal and growth

revitalize and revisit the
statutory purpose and
challenge of CHCs

[challenges we're
facing] are good for
the organization
in the long run

new questions,
new interests, and
new members bring
excitement

CHC is a dedicated
group of volunteers
from all walks of life



Contact Us



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Special thanks to . . .

Carlyn Hammons

Jenny McWilliams

Bryan McAuley

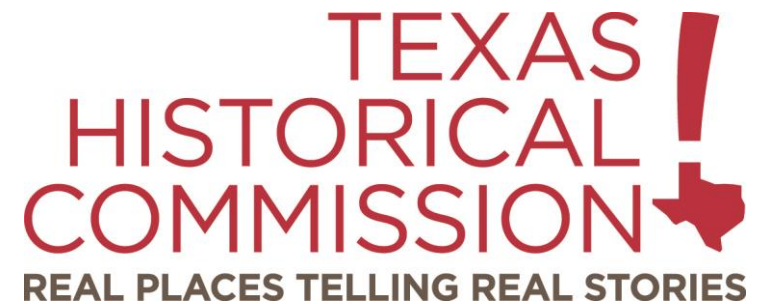
Angela Reed

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Dixie Hoover



THANK YOU FOR JOINING US TODAY!